



**COMMANDING GENERAL'S
POLICY ON EQUAL OPPORTUNITY
AND
SEXUAL HARASSMENT**



Equal Opportunity is not just a program; it is an integral part of our Core Values of Honor, Courage, and Commitment. The principles of human dignity and equality, upon which our great nation was founded, are integral components of our Marine Corps leadership. These principles and values form the foundation for our policy of equal opportunity within the 1st Marine Division.

The Marines and Sailors of the 1st Marine Division, either forward deployed or in garrison, are entitled to equality of treatment and the opportunity to achieve their full potential based solely upon individual merit, fitness and capability without regard to differences in age, color, gender, race, religion, or ethnicity. As we conduct current combat operations and train for future operations, it is essential that we understand that diversity is one of this nation's and our Corps' greatest resources. Therefore, any actions such as discrimination or sexual harassment that demean the dignity of another person, to include reprisal, will not be tolerated. Those who violate this policy will be subject to appropriate disciplinary or administrative action.

Any individual who believes he or she has been discriminated against or harassed has two methods for resolving an Equal Opportunity (EO) complaint or allegation through the chain of command. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior, or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the formal method can be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is Request Mast.

We should always remember and practice our Core Values of Honor, Courage, and Commitment. No one within our Division should tolerate behavior inconsistent with these values. Leaders at all levels must ensure that the contents and the intent of the Marine Corps Order governing the Equal Opportunity Program are understood and adhered to at all times. For additional assistance or information, contact your unit's Equal Opportunity Representative or the Division Equal Opportunity Advisor.

Accomplishing Equal Opportunity and eliminating all forms of discrimination are the responsibility of all who are part of the 1st Marine Division. Setting the example and exhibiting our Core Values through our daily conduct will make us stronger as a team and will contribute to winning our nation's battles both now and in the future. In the realm of Equal Opportunity, just as in combat, Marines of our Division should embody our pledge of "No better friend, no worse enemy." We are one team; in one fight. Semper Fidelis!

**J. M. PAXTON, JR.
COMMANDING GENERAL
1ST MARINE DIVISION (REIN), FMF**